

TEACHERS' RETIREMENT BOARD
EXECUTIVE COMPENSATION COMMITTEE

SUBJECT: Approval of Minutes of July 11, 2001

ITEM NUMBER: 2

ATTACHMENT(S): 1

ACTION: X

DATE OF MEETING: September 5, 2001

INFORMATION: _____

PRESENTER(S): Chairperson

Please see the attached minutes of the July 11, 2001, meeting of the Executive Compensation Committee.

PROPOSED
MINUTES OF THE
EXECUTIVE COMPENSATION COMMITTEE
OF THE
TEACHERS' RETIREMENT BOARD
OPEN SESSION
WEDNESDAY, JULY 11, 2001
CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM
BOARD ROOM
7667 FOLSOM BOULEVARD
SACRAMENTO, CALIFORNIA

BOARD MEMBERS PRESENT

George Fenimore, Chairperson
Paul Krasnow
Gary Lynes
Karen Russell
Carolyn Widener
Curt Robinson, representing Delaine Eastin, Superintendent of Public Instruction
Walter Barnes, representing State Controller, Kathleen Connell
Christine Solich, representing State Treasurer, Philip Angelides
Annette Porini, representing Director of Finance, B. Timothy Gage

OTHER BOARD MEMBERS PRESENT

Jay Schenirer

STAFF PRESENT

James D. Mosman, Chief Executive Officer
Christopher J. Ailman, Chief Investment Officer
Chris Waddell, Chief Counsel
Ed Derman, DCEO, External Affairs and Program Development
Peggy Plett, DCEO, Administration
Elleen Okada, Director, Investment Administration and External Relations
Armando Hidalgo, Chief, Personnel
Mary Miles, Administrative Assistant

A quorum being present, Chairperson Fenimore called the meeting to order at 3:50 p.m.

II. **APPROVAL OF MINUTES OF FEBRUARY 7, 2001 MEETING**

MOTION duly made by Mr. Robinson, seconded by Mr. Lynes, and carried to approve the minutes of the February 7, 2001 meeting.

III. **ANNOUNCEMENTS**

There were no announcements.

IV. CHIEF EXECUTIVE OFFICER COMPENSATION

Ms. Plett provided an overview of the current compensation level for the Chief Executive Officer in light of the upcoming selection process for the new Chief Executive Officer.

MOTION DULY made by Mr. Robinson, seconded by Ms. Russell, and carried to adopt the current Chief Executive Officer compensation packet for recruitment purposes, and to add language that a salary survey is pending. Ms. Widener and Mr. Krasnow voted no.

V. EXEMPT PAY STRUCTURE

Ms. Plett provided a history of the efforts to increase compensation levels for exempt employees. Mr. Krasnow suggested that the Committee discuss establishing hiring guidelines and a process to attract and retain quality staff. Mr. Ailman distributed a comparison of salary ranges between CalPERS and CalSTRS. Staff was directed to request information from CalPERS on the compensation report prepared by Watson Wyatt for the next Committee meeting, as well as to prepare salary recommendations for the exempt staff.

VI. DRAFT AGENDA FOR THE NEXT EXECUTIVE COMPENSATION COMMITTEE MEETING

There were no changes to the agenda.

VII. OPPORTUNITY FOR STATEMENTS FROM THE PUBLIC

There were no statements.

VIII. ADJOURNMENT

There being no further business to conduct, the meeting was adjourned at 5 p.m.

James D. Mosman, Chief Executive Officer
and Secretary to the Teachers' Retirement Board

George Fenimore, Chairperson